

# The Resilient Library Newsletter

September 16, 2021

Volume 12 Issue 2

## PLEASE NOTE:

Many of the images and underlined text in this newsletter have hyperlinks to their corresponding websites.

Press Click or Ctrl+click on images and underlined text to be directed to those websites.

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## 60 Ways to Live Longer, Stronger and Better — Part 3 of 3

How to replace  
pandemic bad habits  
and get healthier now

By Nichole Pajer with Clint Carter

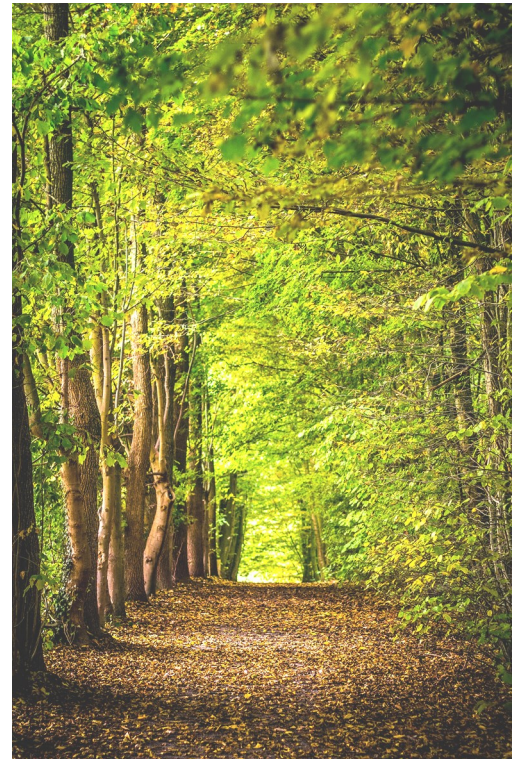
### Become More Resilient

**41. Spend 20 minutes among the trees.** That's exactly how much time you need in nature to reduce your level of stress hormones significantly, according to a 2019 study. Additional time reduces it more, but not dramatically, researchers found.

**42. Ask what you can do to help.** Make a habit of [asking others if you can be of service](#). The more connected you are with your community, the more support you will receive during difficult times.

**43. Keep a "no regrets checklist."** Write down a list of all the things you've had to put off over the years because of work or raising a family. Then make a timeline for how you'll revisit these goals. Regret is largely avoidable with a little reflection and mindful focus.

**44. Journal a little each day.** Keeping a [daily gratitude journal](#) in which you



can count your blessings will help you keep perspective when hard times hit. At the end of each day, write down three or four things you feel proud of, positive traits you learned about yourself or positive actions you took toward nurturing yourself.

### Take Care of Your Skin

**45. Apply SPF 30 sunscreen every day.** Even on rainy winter days. Don't

Continued on page 4

## 4 Tips to Get Hired in 'The New Normal' World of Work

### Job-hunting advice and trends from an Indeed.com virtual conference

By Nancy Collamer

With the job market heating up — a historically high 9.3 million job openings in the U.S. in April — what should you know about getting hired if you're looking for work? Will virtual interviews continue? Is remote work here to stay? Are diversity and inclusion efforts just a fleeting fad? I have answers.

My information and advice come from what I heard at the recent Indeed Interactive conference, a virtual event from the employment website that featured economists, employers and recruiters discussing hiring trends.

Here are four of the key trends, along with tips to power-up your job search:

**Trend No. 1: The hiring process is increasingly automated and virtual.** From interviews to onboarding, the pandemic proved that much of the hiring process can be conducted virtually, and there's no turning back.

"Some level of virtual hiring processes will be here to stay for most organizations," said Maggie Hulce, senior vice president at Indeed.com.

During the pandemic, recruiters also expanded their use of hiring tools that help them to automate the process of sourcing, screening and scheduling interviews with qualified candidates.

Still, you can expect some in-person recruiting initiatives, like job fairs, to resume once it's safe to do so. Peter Sursi, former head of talent acquisition at the FBI, said: "People want to



Credit: Getty

go to live events, so there's no chance we won't go back to in-person events. But since we now have a greater comfort level attending virtual events, I expect we'll see a hybrid model going forward."

**My Tip:** As the hiring process becomes more automated, it's more important than ever to use referrals to network your way into jobs. That's especially true if you're an older worker with an eclectic résumé that might get tossed by the screening filters.

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And take advantage of new tools that make it easier for recruiters to find you online. For example, Indeed now has the "ready to work" feature letting you signal recruiters that you're available to work (like the "open to work" badge on LinkedIn.com). It appears to make a real difference: Indeed said 70% of recruiter outreach this past year through its site has been to people who marked themselves as ready to work.

**Trend No. 2: Interest in remote work remains strong among many workers and employers.** "The share of job postings that make some mention of remote work on Indeed.com has nearly tripled since before the pandemic," said Pabwel Adrjan, head of EMEA Research at Indeed Hiring Lab.

While it's still too early to know how many jobs will remain all or partially virtual (and, of course, not all types of jobs can be virtual), the trend indicates that remote work

will be "somewhat prevalent" once we get past COVID-19, the conference experts noted.

"Flexibility has always been important to job seekers, and whatever flexibility employers can add to their roles will help make them more competitive," said Daniel Culbertson, an Indeed economist.

**My Tip:** When searching online for jobs that are fully or partly remote, use filters like "virtual" or "telecommute" to identify opportunities. You can avoid scams and improve your odds of finding the best remote jobs by taking advantage of this free FlexJobs webinar, "[How to Find and Land a Remote Job](#)," or by reading helpful books like [Great Pajama Jobs](#) by my Next Avenue colleague Kerry Hannon.

**Trend No. 3: [Diversity and inclusion](#) have moved to the hiring and employment forefront.** For years, employers have talked about diversity and inclusion, but the results rarely lived up to the rhetoric. In the aftermath of the George Floyd murder and the subsequent public outcry, however, employers are finally taking this issue seriously.

"It feels different this time," emphasized Lance LaVergne, chief diversity officer and senior vice president at PVH Corp, a fashion and lifestyle company. "The demands and expectations from consumers, employees and other stakeholders have changed the game, such that companies are much more public and visible in their commitment to diversity. It's no longer just a feel-good, right thing to do kind of effort."

**My Tip:** Looking for an employer that truly values racial, gender or sexual orientation diversity? In Feb-

ruary, Glassdoor.com (a sister company of Indeed) launched a feature that displays company ratings, CEO ratings and workplace-factor ratings by race/ethnicity, gender identity, parental or caregiver status, disability, sexual orientation and veteran status. In addition, salaries are broken out by gender identity and race/ethnicity.

For example, you can see how Hispanic employees at a company rate their company's culture, how LGBTQ+ employees rate senior leadership or what the average salary is for those who identify as female, male or non-binary in a particular role.

**Trend No. 4. It's still not easy**

**To combat ageism,  
follow the advice of  
Tinsley-Fix and  
highlight your  
aptitude and appetite  
for learning when  
applying for work.**

**for [older job seekers](#).** While I was delighted to hear about the current added emphasis on gender, race/ethnicity and sexual orientation diversity initiatives, I was disheartened that age was rarely mentioned as an important part of the mix.

In fact, things may be getting worse for older workers.

During the one session that addressed ageism, "Recruiting for All," Heather Tinsley-Fix, a senior advisor with AARP, emphasized that many older workers continue to

feel marginalized by recruiters.

"In 2018, we surveyed workers forty-five-plus and found that 61 percent said they had experienced or seen ageism in the workplace. That percentage jumped to 78 percent in 2020," noted Tinsley-Fix.

As the website for SHRM, the nation's leading human resources trade group, says: "although many organizations have developed training initiatives for a culturally diverse workforce, few have grappled with age as a diversity dimension."

Said Tinsley-Fix: "There are some professions, like health care, that do value experience, but overall, it's not great, and something we need to pay attention to."

**My Tip:** To combat ageism, follow the advice of Tinsley-Fix and highlight your aptitude and appetite for learning when applying for work.

For example, if you earned an online certification or mastered a new tech skill during the pandemic, putting those achievements on your resumé and LinkedIn profile demonstrates your commitment to being a lifelong learner.

And to really wow employers during interviews, use what's known as the SOAR framework (Situation, Obstacle, Action, Result) to clearly demonstrate that you have proven soft skills — like sense-making and critical problem solving — which make you a compelling job candidate.

"The more parts of our jobs become automated, the more you need to stress those critical human skills," said Tinsley-Fix. □

Excerpted from [Getting Hired Tips I](#)  
[NextAvenue.org](#)



forget areas such as your ears, the tops of your feet and the back of your neck. Once you begin a skin protection routine, it allows your skin to start repairing itself.

**46. Use a sun-blocking lip balm every day.** Lipstick protects women against skin cancer of the lip, which is why it's seen far more commonly in men. If you don't wear lipstick, use an SPF lip balm.

**47. Be a morning (or evening) person.** The risk of skin damage is highest between 10a.m. and 4p.m. Scheduling your outdoor time before or after those times can significantly lessen skin damage over time.

**48. Take time to appreciate your partner's skin.** Look out for changes in his or her moles. People often notice skin cancer because of a spot that doesn't look quite right. Be familiar with your own moles and get a screening if you notice suspicious changes.

## **Clean Up Your Environment**

**51. Store leftovers in glass containers instead of plastic.** Plastics often contain harmful chemicals like BPA and phthalates that can seep into food and may negatively impact your health.

**52. Opt for fragrance-free products.** If your household cleaner or air freshener says "fragrance," you might want to toss it. If the ingredients are not disclosed, the product likely contains harmful chemicals that are carcinogenic. Also, to improve the overall health of your air, invest in a HEPA filter.

**53. Bring plants into your home.** [Plants](#) not only look beautiful, but many of them, such as bamboo palm and English ivy, can improve air quality.

**54. Choose organic fruits and vegetables when possible.** By opting for organic produce, you're reducing your exposure to pesticides. [Organic foods](#) may also be more nutritious than their conventional counterparts.



## **Get Your Gut in Shape**

**55. Try natural constipation treatments.** OTC laxatives can interfere with how you absorb nutrients, an issue of rising importance as you age. Look for ways to add more fiber to your diet, as well as foods that are natural laxatives: Kiwi, prunes and rhubarb are all good options.

**56. Lay off the artificially sweetened gum.** For some, foods sweetened with sucralose or fructose, like sugar-free mints or candies, will

cause problems with abdominal pain and cramping, bloating, gas or diarrhea.

**57. Do some diaphragmatic breathing.** Stress or anxiety can amplify problems in your GI tract. Work on taking deep breaths that expand your abdomen. This activates the autonomic nervous system and makes your GI tract less sensitive to various stimuli.

**58. Place a step stool in front of the commode.** The idea is to get your knees above your hips so that you're in more of a squatting position. This straightens out the lower part of your colon so you can pass stools more easily.

## **Stay Flexible and Improve Your Posture**

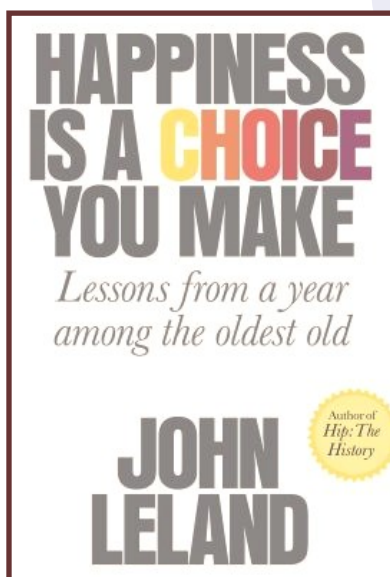
**59. Do an hourly posture check.** Sit or stand up tall with your feet flat on the floor. Look straight ahead, bring your shoulders back and down, and slightly tuck in your chin. Hold this position for a count of five. Repeat this several times throughout the day. Doing so will get you used to maintaining a [healthier, upright posture](#).

**60. Change how you carry stuff.** The goal is to balance the weight evenly to both sides of your body. When carrying bags in your hands, it's best to have a similar amount of weight on both sides; this will allow you to maintain an upright posture. If you're using a backpack, put on both arm straps to spread the burden equally. You should avoid slinging a heavy bag over just one shoulder. If you are leaning over to the side or bent forward, you are carrying too much of a load. □

Excerpted from [60 Health Habits to Try Now](#) | AARP

**Be persistent.  
The habits  
you set now  
may be the  
habits you  
stick with  
for life.**

## *Lessons From a Year Among the Oldest Old*



Available at  
[www.rvl.info](http://www.rvl.info)  
 in print, large print,  
 and as audiobook  
 & e-audiobook

**Abstract:** In 2015, Leland set out to meet members of America's fastest-growing age group: 85 and up. He anticipated learning of challenges, of loneliness, and of the deterioration of body, mind, and quality of life. But the elders he met lived with a surprising lightness and contentment, revealing the late stages of life as unexpectedly rich and the elderly as incomparably wise. Here are reflections on how to "live better" — from those who have mastered the art.

*"Engrossing . . . Few books about aging show such clarity and purpose or so deftly blend clear-eyed examinations of social issues with a realistic but hopeful cast of mind. In this edifying and often quite moving book, Leland presents the "lessons" taught by his subjects even as they themselves are learning them, and he does so with an empathy and thoroughness that deserve our gratitude."*

—Kirkus (starred review)

## Grow, Sow, Repeat—*The SeCa Hose Holder*

### Features of The SeCa Hose Holder™

- 34" tall when placed into the ground
- Made from High-Quality Cold-Rolled American Steel
- Options available in Zinc or Black Powder Coating
- Lightweight, yet durable at 21 Ounces
- Secures and fits all Light to Heavy Duty Garden Hoses
- Useful for everyone of all ages and abilities!

SHOP NOW!





By Nancy Monson

## Artful Distractions—*The Therapeutic Power of Making Art*

### How to Get Started Making Art

Many people don't think they are creative, while others simply feel too keyed up and anxious to know how to begin using art as therapy. They may put too much stock in making something noteworthy rather than simply drawing, painting, journaling, sewing, knitting, baking or whatever for its own sake.

But it's the act that counts, not the end result.

In fact, a recent study from Drexel University found that making art for 45 minutes a day reduces levels of the stress hormone cortisol — and you don't even have to be good at it for art to be calming.

Ready to try? Here's how:

**Find a space to make art.** No need to have a studio or a separate room, or even a table or desk. "When I travel, I just take a little four-by-six pouch with a watercolor journal and some paints, pens and brushes," reports Flora Bowley, an artist and yoga teacher in Portland, Ore., and author of *Brave Intuitive Painting: Techniques for Uncovering Your Own Unique Style* and *Creative Revolution*. "Don't use a lack of space as an excuse for not starting to make art."

**Begin with a ritual.** Bowley recommends doing some yoga poses, meditating or lighting a candle to signal to yourself that you are moving into a state of receptivity and out of your everyday life. In difficult times like these, many of us are prone to overthinking, worrying and living in our heads rather than in our bodies.

"On a basic level, when you are disconnected from your physical body, it's harder to access your creativity from that place," Bowley says.



Artwork by Nancy Monson | Credit: Nancy Monson

A ritual can help you move your awareness from the mind to the rest of the body so you can create more freely.

**Play fast and loose.** Do some finger painting or let some watercolors swirl on a page. "Put music on, close your eyes and draw or paint with your eyes closed for thirty seconds," advises Bowley. "This will give you a starting point, and often the shapes that come out of that exercise are more interesting and unpredictable than those you create with your eyes open. Focus on putting yourself in a feeling rather than a thinking state."

Alternatively, try Bowley's "Visual Riffing Exercise:"

- Using a marker, pen or pencil, divide a piece of paper into equal-size boxes.
- Choose a universal shape —like a circle, square, rectangle, triangle or diamond — and draw it in each box.
- Go from one box to the next, embellishing the shape you've chosen in different ways. For example, if you've chosen a circle as your shape, color it in completely in the first box, put tiny dots in it in the second box, put lines inside the circle in the third box, put a square in the circle in the fourth box and so on.

## How it can help you avoid a doctor's conflict of interest

If your doctor prescribes a drug for you made by a company that he or she gets paid by or has a financial relationship with, you'd assume the physician would tell you. Likewise, if you're getting a medical device implanted — say a hip replacement — by a doctor who earns commissions from the device maker, you'd assume you'd be told.

But there are no laws requiring a doctor to tell you about such payments.

Many doctors will tell you, of course; it's the ethical thing to do. The vast majority of doctors are ethical and care deeply about their patients.

## Doctors' Potential Conflicts of Interest

"The more [money doctors receive from drug and medical device companies](#), the more brand-name drugs they tend to prescribe," an analysis by the nonprofit ProPublica media site noted.

ProPublica said even free lunches that drug-company reps often supply to doctors' offices can influence a physician's choice of a medication or device.

If your doctor was being paid hundreds of thousands of dollars to promote or provide a drug or device, human nature dictates that those payments could influence the treatment they choose. That choice might just be the best treatment for you, but then again it might not.

Although doctors aren't required to disclose these financial connections, drug and device companies are mandated by law to report the payments to the government. And you have access to that information, though most people don't know it.

## What You Can Learn From the Open Payments Site

The information about payments your doctor is receiving from drug and device makers is on a little-known area of the website from the federal Center for Medicare & Medicaid Services (CMS): [Open Payments](#).

CMS' Open Payments data shows that of the roughly one million doctors in the U.S., over 615,000 received some type of payment from drug and device companies in 2019 to the tune of nearly \$2.3 billion.

The Open Payments site recently expanded to include payments made to nurse practitioners, clinical nurse specialists, certified registered nurse anesthetists and anesthesiologist assistants and certified nurse-midwives.

The site is the result of work by Dr. Chuck Rosen, a professor and orthopedic surgeon at the University of California, Irvine, School of Medicine. He is also the



founder and president of the Association for Medical Ethics.

Rosen was dismayed seeing his fellow surgeons performing unnecessary surgeries while getting paid by companies for using devices that were not necessarily needed. He began writing to U.S. Senators about the potential conflicts of interest and eventually gained bipartisan support from Senators Chuck Grassley (R- Iowa) and Herb Kohl (D- Wisc.) who championed legislation that became the Physician Payments Sunshine Act in 2007, part of the Affordable Care Act.

## A Bill to Protect Patients

California State Assemblymember, Adrin Nazarian, recently introduced legislation that would require a physician to disclose the source of payments by drug and device companies and promote patients' knowledge of CMS' Open Payments site resources.

There's still a long road and possibly bumpy road ahead, but if all goes well, the bill will pass, providing better transparency and patient protection in California—and maybe after that, in other states or nationally.

## The Need for Transparency

Demanding this type of transparency from doctors, many public advocates say, seems long overdue.

Notes David Lind, president of the Heartland Health Research Institute: "Being ethical and transparent with patients and the public about any relationship with third parties, such as drug companies, should not be optional in medicine. This information is essential."

In the meantime, it's up to you to check out the Open Payments site to see if you discover any potential conflict of interest concerning your health. And don't be afraid to have an honest talk with your doctor. □

Excerpted from [Open Payments | NextAvenue.org](#)



### Salem Public Library

28 E Main Street  
Salem VA 24153

Phone: 540-375-3089

Fax: 540-389-7054

Email: [library@salemva.gov](mailto:library@salemva.gov)

Website: [https://](https://www.salemva.gov/departments/salem-public-library)

[www.salemva.gov/](https://www.salemva.gov/departments/salem-public-library)

[departments/salem-public-library](https://www.salemva.gov/departments/salem-public-library)

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**SUBSCRIPTION INFORMATION:** If you would like to subscribe, you can either:

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We will also post a link on our [website home page](#) to view this newsletter online. Archived versions are posted on our website on the Adult Resources page.

### LIBRARY SERVICES/EVENTS BEING OFFERED AT THIS TIME:

**NEW SUMMER HOURS:** We are OPEN TO THE PUBLIC from 10:00 a.m. to 8:00 p.m. Monday through Thursday and from 10:00 a.m. to 5:00 p.m. Friday and Saturday.

**AFTERNOON BOOK CLUB—Tuesday, Sept 28, @ 1 p.m.:** For the meeting this month, read a banned book. Suggested reading: American Library Association Challenged Book List (<https://www.ala.org/advocacy/bbooks/frequentlychallengedbooks/top10>) or call the library.



## Making Art — from page 6

**Note:** Instead of a shape, you can riff on a theme like “home” or “isolation.”

“Each box gives you an opportunity to do something different and spontaneous, and loosens you up,” Bowley says.

**Buy a kit or subscription.** Companies like [Creative Art Box](#), [Let’s Make Art](#), [Sketchbox](#) and [Smart-Art](#) are offering monthly subscription art kits that can inspire and motivate you so you don’t have to start from scratch.

**Order online.** You can order online supplies and kits from craft stores [Joann](#) and [Michaels](#) and either have your supplies delivered or pick them up in

some areas.

**Watch a video.** Sites like [Blueprint](#), [Skillshare](#) and [Udemy](#) run online art and creativity classes. And in addition to her regular online painting courses, Bowley is offering [free “Together Apart” gatherings](#) at 4 p.m. PT on Wednesdays and 10 a.m. PT on Saturdays where you join her virtually in her Portland studio to paint. [Check out our library’s free online database [Creative Bug](#) see text box above.] □

[Nancy Monson](#) *Nancy Monson* is a writer, artist and coach who frequently writes about the connection between creativity and health. She is the author of *Craft to Heal: Soothing Your Soul with Sewing, Painting, and Other Pastimes*. Connect with her on [Instagram](#).

Excerpted from [Therapeutic Power of Making Art—NextAvenue.org](#)